

## Clarification on the Report on Remuneration and Compensation to be approved by the Ordinary Shareholders' Meeting of 17<sup>th</sup> April 2025

Milan, 2<sup>nd</sup> April 2025 – With reference to the Report on Remuneration and Compensation, available in the section [Investors > Governance > Shareholders' Meetings Documentation](#) of the website, BFF Bank S.p.A. ("BFF" or the "Bank"), on the basis of the clarifications requested by investors and Proxy Advisors, would like to represent the following. Given that the maximum opportunity of the CEO's Short Term Incentive ("STI") bonus is 130% of fixed remuneration, the overall annual impact of the Long Term Incentive ("LTI"), for the purposes of the limit between variable and fixed remuneration, falls within the residual available 70%, in compliance with the maximum overall limit of 200% resolved by the Shareholders' Meeting of 5<sup>th</sup> December 2016, subsequently confirmed by the Shareholders' Meeting of 5<sup>th</sup> April 2018. The 2025 LTI does not envisage any compensatory effect with other variable remuneration components and its compliance with this limit is verified ex ante, regardless of the actual payout achieved.

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This press release is available on-line on BFF Group's website [www.bff.com](http://www.bff.com) within the [Investors > PR & Presentations > Press Releases](#) section.

### **BFF Banking Group**

BFF Banking Group is the largest independent specialty finance in Italy and a leading player in Europe, specialized in the management and non-recourse factoring of trade receivables due from the Public Administrations, securities services, banking and corporate payments. The Group operates in Italy, Croatia, the Czech Republic, France, Greece, Poland, Portugal, Slovakia and Spain. BFF is listed on the Italian Stock Exchange. In 2024 it reported a consolidated Adjusted Net Profit of €143.0 million, with a 12.2% Group CET1 ratio at the end of December 2024.

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